

Additional Q&A responses for the EA Forum

Q: I have been commuting to campus primarily by bus for nearly 20 years and have never had a long-term parking pass. We used to get 10 temp passes a year, but this benefit has ended. Is there any thought about bringing it back? Thank you.

A: Response from Transportation: In the past, Cornell Transportation offered scratch-off hangtags that allowed people who didn't have an annual parking permit to park on campus for the day. At that time there weren't many options available for short-term parking other than hourly parking, which was cost-prohibitive if used regularly for long periods of time. In recent years Transportation has added Daily Decision (Park Mobile) parking which allows people without an annual permit to park on days they need to for as little as \$0.50 per day. The old scratch-off hangtags were difficult to manage, expensive, and not sustainable, which led us to phasing them out in favor of Daily Decision options.

Q: Does HR or the University have plans for assisting with the difficult Ithaca housing situation for staff? Many of us live far from Ithaca because of the costs and availability of housing.

A: HR does not have specific plans at this point. We are aware of the situation and are thinking through some ideas. We do think the increased use of hybrid/remote working may help some as it is reducing the number of people looking for housing in the Ithaca area.

Q: The FSAP program is only applicable for staff who are physically located in NY. is the committee looking at ways to extend these resources to those outside of NYS, especially since there is more focus on flexible and remote work?

A: Yes. Reviewing the inclusivity and accessibility of wellbeing-related offerings includes examining the experience and needs of staff and faculty located outside of New York State. Please see the question below about mental health for additional information about available services, particularly [ENI Confidential Counseling Services](#), who can provide assistance for all employees, regardless of their state/location.

Q: What resources does Cornell offer for employees who are suffering from mental health issues and crisis? I have a work colleague who is really struggling with depression--to a scary degree. But unlike if she were a student, I don't know how to support her or help her get support. Any ideas would be really appreciated.

This question was answered in the Forum, but we are providing written resources as well because of the importance of the topic.

A: The mental health and wellbeing of Cornell staff and faculty is deeply important. There are a variety of resources available within Cornell and local communities. Information about resources is listed below with more available under Mental Wellness on the Working at Cornell [Wellbeing Resources webpage](#). If you encounter challenges locating or accessing resources, please contact FSAP (listed below) or Human Resources at wellbeing@cornell.edu.

The [Cornell Faculty and Staff Assistance Program](#) (607-255-2673, fsap@cornell.edu) provides free confidential counseling services to benefits-eligible employees, retirees, and spouses/partners. Services are available in-person or via telehealth. The FSAP also provides referral services and can help guide employees who are concerned about the wellbeing of a colleague.

Benefits-eligible staff and faculty located anywhere in the United States have access to [ENI Confidential Counseling Services](#). The program is available 24 hours per day, 7 days per week, year-round. Employees may receive up to three free sessions with a licensed mental health professional in-person or virtually for various work and life stressors.

Medical Leaves Administration can also be a helpful resource for employees seeking information on health care and disability leaves.

Endowed and contract college health plans offer coverage for mental health services, including telehealth counseling and mental health education programs. Please contact your health plan vendor or visit the [HR website](#) for details.

Residents of Tompkins County with urgent behavioral health concerns can contact the [Tompkins County Mobile Crisis Team](#) at 607-272-1616. The Crisis Team provides brief crisis intervention, support, and stabilization services.

If you are concerned about the safety of a Cornell employee or student, please call Cornell University Police Department (607-255-1111) to get connected to an on-call crisis manager.